



Transforming Mental Health Services

San Joaquin County Behavioral Health Services MHSa Workforce Education and Training Planning Process

MHSa WET Guidelines

Factsheet

Overview of Proposed Guidelines, issued July 2007

I. Workforce Education and Training

- Develops and maintains a competent and diverse workforce capable of effectively meeting the mental health needs of the public.
- Addresses identified shortages in occupations and skill sets.
- Education and training for all individuals who provide or support services in the Public Mental Health System.

II. Planning Process

- Creates a Workforce Needs Assessment of baseline data identifying personnel shortages, hard to fill positions, education and training needs, and the needs of ethnic/racial and culturally underrepresented populations.
- Helps prioritize Actions that respond to identified needs, which are organized under five possible funding categories.
- Involves workforce, consumer and family input and involvement.
- Key Informant Interviews, Focus Groups, Community Meetings, 30 day public review prior to public hearing.

III. Funding Requirements

- All activities must meet fundamental principles of the Mental Health Service Act (MHSa).
- May expand current programs to fully meet fundamental principles of the Act.
- Should avoid duplication of effort; non-supplant requirement.
- Non-allowable expenses include time spent providing services under a supervised internship, monetary incentives for service provision, reimbursement for required employee training time, technology training for fielding staff position, and workforce recruitment and retention strategies other than public mental health.

IV. WET Actions Summary

- *Actions* fall under one of five funding categories: Workforce Staffing Support; Training and Technical Assistance; Mental Health Career Pathway Programs; Residency, Internship Programs; Financial Incentive Programs. Not all categories must be addressed.
- *Actions* must show link to workforce needs and MHSa fundamental concepts.
- Emphasis on client/family participation and underserved racial/ethnic and cultural and linguistic populations.

V. WET Evaluation

- Includes measurable quantitative data in progress report submitted annually for remainder of current Three-Year Program and Expenditure Plan.

Additional questions or comments: Please contact Jennifer Susskind, Resource Development Associates, 925-299-7729 x 109 jsusskind@resourcedevelopment.net or Frances Hutchins, Behavioral Health Services, 209-468-3698 fhutchins@sjcbhs.org